

**Faculty Welfare Committee
University of South Carolina Faculty Senate
Annual Report for 2016-2017**

The majority of the Faculty Welfare Committee's work for this year involved support for information gathering and discussion about the Non-Tenure Track Faculty voting rights, responding to a variety of concerns raised by faculty from around the University, and a concerted effort for continued improvement of communication across the campus and between units. Toward that effort, the committee invited guests to its monthly meetings from a wide array of campus offices, including the new Chief Information Officer, Doug Foster; Director of Campus Recreation, Herbert Camp; and Amanda Castles, Associate Director of Faculty/Staff Wellness. The Faculty Welfare Committee held its final meeting for the 2016-2017 academic year in May though FWC representation on the Faculty Budget Committee continued through August.

Committee Membership for 2016-2017

- Christian K. Anderson, Education Leadership and Policies (2017), Co-chair
- Andrea L'Hommedieu, University Libraries (2017), Co-chair
- Mark Beck, Languages, Literature, and Culture (2017)
- Susan Kuo, Law School (2017)
- Roozbeh Behroozmand, Communication Sciences and Disorders (2018)
- Shelley Jones, English, Extended University (2018)
- Shanna Schaffer, University Libraries (2018)
- Drucilla Barker, Anthropology (2019)
- Subrahmanyam Bulusu, Earth and Ocean Sciences (2019)
- Leslie Brunelli/Kelly Epting (Finance Office, ex-officio)

New members welcomed in May, to begin their term in August, 2017

- Traci Testerman, School of Medicine
- Samuel McQuillin, Psychology

Initiatives, Accomplishments and Discussions

- Non-Tenure Track Faculty Voting Rights: This issue has been worked on by the committee and the Faculty Advisory Committee for a significant portion of the academic year. Its origins can be tracked to the Faculty Welfare Committee's 2014 NTT survey, which served as a foundational set of data for this process.
- Dependent Tuition Assistance: A scholarship for dependents of faculty

and staff proceeded with its increase in value, as outlined in last year's FWC Annual Report. Scholarship recipients should expect to receive \$2,500 this year and \$3,000 per year, starting in 2018.

- Email for Emeritus Faculty: Andrea attended a meeting that included University legal representatives, Chris Byrd in Human Resources, John Grego of the IT committee, and IT staff, to discuss all angles of both the potential liability, the benefits and the practical details of implementing long term email access to retired faculty. The Faculty Welfare Committee strongly supports providing emeritus faculty continued use of their USC email address.
- Parking: The committee continued to communicate with parking personnel with regard to "after 2pm parking in lots" and worked with Augie Grant and Faculty Advisory to institute a policy that requires parking services to notify faculty and staff sixty days in advance of changing a policy.
- Faculty Club/Collegial Gatherings: Members of the committee continue to receive feedback from the larger university community that some form of social networks for faculty are wanted. Last year's faculty lunches were received enthusiastically, but need more administrative support to coordinate any ongoing effort. The committee supports exploring future possibilities for creating faculty collegiality through an association or club even if permanent physical space cannot be immediately identified.
- USC Childcare facility: Faculty members brought concerns to our committee about the management turnover and lack of communication at the childcare facility which resulted in changed hours, etc. The committee was updated on changes made to improve quality of care and communication. The formation of a board and parent participation were two reported outcomes.
- Diversity Issues: The DIAC committee was less active this year; two meetings were scheduled in conflict with the FWC meeting time which limited our involvement. We look forward to increased participation in the coming year.
- Blackboard Access: Augie Grant discussed initiatives to help give access to Blackboard for committee chairs in a timely manner and with continuity. This has most notably affected temporary faculty.
- Contract negotiations for online Resources: Ongoing discussions and negotiations between main campus and regional campuses to be included in negotiations of access to the same online resources. It's expected that future prices will reflect access be inclusive to all campuses in the University system.

- Open carry: The committee discussed a bill circulating in the state legislature regarding open carry of firearms on college campuses. The committee decided to wait and see if the bill was likely to move forward before drafting a resolution.
- Optional Retirement Plan (ORP) Funds: Faculty brought up concern about the number of restrictions on investment options, thereby blocking employees from making the most beneficial investments. This deserves further attention. Recommendation is to invite a USC retirement specialist to a FWC meeting in the coming year.

Ongoing Annual Responsibilities

The co-chairs or other representatives of the Faculty Welfare Committee served on the following committees to represent the Committee:

- Working Wellness Council
- Academic Affairs and Faculty Liaison Committee of the Board of Trustees
- Faculty Budget Committee
- Faculty Steering Committee

Submitted by Andrea L'Hommedieu and Christian K. Anderson, co-chairs,
August 2017